

After-Action Review 3-10-25
Empire Police Department – Chief Andrew Lorenz
Major Critical Incident on Thursday, March 6th, 2025

Attendees:

Chief Andrew Lorenz, Mayor Wendy Koch, Trustee Randy Horning, Town Administrator Jeannette Piel, HR Jennifer Boswell

Purpose of Meeting:

To ensure that the Empire Police Department take the correct steps to ensure officers can return to service after a critical incident. We will evaluate actions taken during the incident, and the health and well-being of anyone involved in the incident.

Town Administrator Piel chose a small committee so that we could meet as soon as possible and give Chief Lorenz a safe and comfortable setting for our after-action review. We are following the same procedure that the County follows after this type of incident. Chief Lorenz has already scheduled an appointment through the Clear Creek County Peer Support to be evaluated on Friday March 14th. On Monday, March 17th, the same group of people will meet again to hear the results of the evaluation and continue the review process, and the entire Board of Trustees will receive a detailed report the very next day, Tuesday, at the Regular Board Meeting.

The incident involved Clear Creek Sheriff Deputies firing their weapons at a suspect. Chief Lorenz did not fire his weapon but was involved in the call. All other details of the incident will not be discussed in this report because it is an open investigation.

Steps Taken Prior to Meeting:

1. Colorado Bureau of Investigation (CBI) investigated the incident at the scene and released Chief Lorenz, and the other officers not directly involved in the shooting.
2. Chief Lorenz has already been in contact with our Clear Creek County Peer Support, his (Fraternal Order of Police) FOP attorney, and has a strong personal support network.
3. Chief Lorenz suggested that the Board and senior staff be involved in an After-Action Review so that he is not doing a self-evaluation. We can have two Board members involved without posting a meeting.
4. Chief Lorenz has already scheduled an appointment to be evaluated through the Clear Creek Count Peer Support on Friday, Mar 14, 2025.
5. Town Administrator Piel arranged a meeting first thing on Monday morning for an After-Action Review. This will include Chief Lorenz, Town Administrator Jeannette Piel, Jennifer Boswell as HR, Mayor Wendy Koch, and Randy Horning as a Board Representative and a former first responder.
6. Our first priority is to support our Chief and make sure we provide the resources needed after this type of event. Our second priority is to learn and document the proper procedure and use this process to learn and grow as a Department and as a Town Government.
7. Chief Lorenz is dedicated to people first, safety first, administrative problem solving, and consideration for others as we use this review to create a template for future reviews.

Steps Taken During the Meeting:

8. Confidential discussion of the incident.
9. Questions asked by committee members:
 - a. Who have you spoken with and what was done well, who do you speak with and what to improve or change?
Answer – Once the investigation is complete, Empire will coordinate with the County and assess the incident. All agencies in the County come together for a combined Ops meeting once a month.
 - b. Is there a department psychologist?
Answer – This is available through Clear Creek County Peer Support. We are a member and also contribute financially.
 - c. Stress may hit you later, are you watching for changes?
Answer – Yes, my training is helping me be aware of what to look for, and I have people in my life who are also helping me watch.
 - d. If desk duty was suggested, would you be okay with that?
Answer – Yes, and I would inform the County that I was working from home.
 - e. If you feel triggers later on, are you okay with sharing and also pulling yourself out?
Answer – Yes, I know that things can come up later on, and I'm willing to share when that happens.
 - f. Are there resources for family members also?
Answer – Yes, Peer support is also available for spouses and family members of officer who been through a major critical incident.
 - g. Do you feel your training, techniques, and equipment helped you?
Answer – Yes, I felt like training was good and was followed during the incident. Any additional information will not be shared until after the investigation is complete.
 - h. How was communication?
Answer - Communication from Jeffcom was great. CCC and IS worked well together. Called for CCHAT, but they don't respond to that type of incident where they could be put in danger. Chief Lorenz was the only Empire Officer in-service at the time of the incident. The CBI did a thorough investigation of everyone on-scene.

Steps Planned for after the Meeting:

10. Town administrator Piel will send a report to the Board by email before the end of the day on Monday (the day of the first review meeting.) We welcome any questions or feedback you each have as Board members as we move through this process.
11. Chief Lorenz will send a letter to Clear Creek County Sheriff's Office. It details what steps Empire has taken so far.
12. We will inform Clear Creek County and Jeffcom Dispatch that we will not have an officer in service this week
13. The Town requests that the Clear Creek County Sheriff's Office cover in- progress/active calls until Officer A. Johnson returns from his vacation/Training the week of 03/10/2025-03/13/2025 and Chief Lorenz's review is completed. They will cover calls for Empire.

14. An additional meeting will be held on Monday, 03/17/2025, with the same attendees, to complete the review.
15. We don't know the process yet from the therapist, we are hoping for a report or recommendations, and also recommendations for our procedure.

First Evaluation by the Committee on Friday, Mar 10, 2025:

16. Because the evaluation isn't scheduled until the end of this week, we made the decision to ask Chief Lorenz to be on light duty for the rest of the week. He and Officer Johnson already had scheduled training on Wednesday and Thursday, so this allows Chief Lorenz to not be in service for the remainder of the week, but he will still be working administratively and attending training. He is not on leave; he is on light duty. We will reevaluate that decision on Monday based on the results of the evaluation.
17. Town Administrator Piel will check in with Chief Lorenz every day while he is on light duty.
18. Upon completing the review, Chief Lorenz may return to full duty. The After-Action Review is also a process all officers go through when any officer is involved in a critical incident.
19. We believe Chief Lorenz acted appropriately and professionally on this call, and we are following procedures to monitor his mental health and give him time and support to use the resources available to him. We want to give the Board the opportunity to evaluate the situation at the Board meeting and participate in deciding next steps.

Second Evaluation by the Committee on Friday, Mar 17, 2025:

20. Chief Lorenz attended an evaluation on Friday, Mar 14.
21. The Peer Support Therapist has no concerns with Chief Lorenz returning to full-duty.
22. Another session is scheduled in two weeks, on Friday Mar 28, to evaluate any ongoing stress.
23. We recommend that no further review committee meetings are necessary unless there are any concerns voiced by the staff, the committee, or the Board.